

**Open letter to the President of the EUI, the SPS head of department and the members of the SPS faculty**

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Florence, 3.9.2014

**RE: For More Gender Balance in SPS Faculty**

Dear President Weiler, dear Professor Trechsel, dear SPS faculty,

We, SPS researchers and fellows, feel that it is important to raise attention to the gender imbalance in the SPS department: currently the SPS department has 1 female professor and 12 male professors. We believe this imbalance creates an unhealthy academic atmosphere for both male and female researchers.

Especially in light of the upcoming hiring of two new faculty members, we feel a need to voice our concern and our hope that the university and the department are committed to trying to correct this stark gender imbalance when looking for suitable candidates.

Currently, approximately half of all Ph.D. candidates and fellows in the SPS department are women, while this balance is not reflected in the current composition of the faculty. We find this gender imbalance among our faculty troubling - especially from the perspective of young scholars who are looking for a diversity of role models from whose experience they can learn. The lack of gender diversity is not only unfortunate for female students but also for the entire student body.

We believe that female role models are particularly needed because women still face unique structural challenges in pursuing careers in academia. For example, women are often confronted with certain biases and stereotypes, face unique disadvantages in networking and career progression, and must often struggle with work and family balance (which is also an important concern for young men). We are convinced that providing all researchers with the opportunity to interact with a more gender-equal faculty would be particularly crucial for helping to navigate and correct these issues.

For these reasons, we believe that it is important to hire more women professors in the department, and we sincerely hope that the EUI leadership and the SPS department will join us in our commitment to promoting greater gender balance.

We, the undersigned:

Johanna Gereke & Céline Colombo

<b>First name</b>	<b>Last name</b>
1. James	Dennison
2. Francis	O'Conor
3. Lorenzo	Cini
4. Camille	Brugier
5. Lotta-Liina	Mustonen
6. Stefano	
7. Rutger	Birnie
8. Johannes	Jüde
9. Davide	Morisi
10. Didem	Oral
11. Konstantinos	Eleftheriadis
12. Jonas	Bergan Draege
13. Nan	Zhang
14. Patrice	Wangen
15. Jelena	
16. Justiina	
17. Enrique	Hernandez
18. Macarena	Ares
19. Katharina	Meissner
20. Fran	Meissner
21. Caroline	Mezger
22. Zoe	Lefkofridi
23. Elie	Michel
24. Eliska	Drapalova
25. Martyn	Egan
26. Eileen	Keller
27. Björn	Bremer
28. Magnus	Schöllner
29. Malte	Hergaden
30. Reto	Bürgisser
31. Daniela	Chironi
32. Anna	Subirats
33. Anna	Kyriazi

34. Andrea	Warnecke
35. Max	Schaub
36. Andrew	Wright
37. Manès	Weisskircher
38. Irene	Palacios
39. Lucrecia	
40. Teresa	Talò
41. Lela	Chakhaia
42. Ieva	Grumbinaite
43. Koen	Geven
44. Parthena	Dimitriadou-Xanthopoulou
45. Nina	Liljeqvist
46. Anna	auf dem Brinke
47. Trajche	Panov
48. Charlotte	Haberstroh
49. Caroline	Ronsin
50. Johanna	Dammrich
51. Patricia	McMullin
52. Susanne	Schührer
53. Nagwan	Abdelmaboud Mohamed Soliman
54. Tiago	Silva
55. Mariana	Mendes
56. Sanne	Noyon
57. Martin	Lestra
58. Markus	Gastinger
59. Patrick	Herron
60. Pietro	Castelli Gattinara
61. Andrea	De Angelis
62. Swen	Hutter
63. Jasmin	Lorenzini